

**MINUTES OF MEETING OF BOARD OF TRUSTEES
OF
CLAY COMMUNITY SCHOOLS**

A regular session of the Clay Community Schools Board of Trustees was held at the Central Administrative Office, 1013 S. Forest Avenue, Brazil, IN 47834, on Thursday, June 14, 2018. Tom Reberger, Michael Shaw, Ron Scherb, Kevin Kumpf, Amy Burke Adams, and Shane Wiram were present. Andrea Baysinger was absent.

I. Call to Order

The meeting was called to order at 7:33 p.m. Board President Kevin Kumpf led those in attendance in the pledge and Director of Human Resources Ernie Simpson offered the prayer.

II. Consent Agenda

A. Claims

B. Board Meetings

Regular Session Minutes for May 15, 2018

Executive Session Certification for May 15, 2018

C. Field Trips

None at this meeting

D. Personnel

A. LEAVES OF ABSENCE

- | | |
|------------------|------|
| 1. Certified | None |
| 2. Non-Certified | None |

B. RETIREMENTS

- | | |
|------------------------------|------|
| 1. Certified | None |
| 2. Non-Certified | None |
| 3. Place on Retirement Index | |

a. Move to Service Appreciation Stipend	CCE	Louann Kern
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C. RESIGNATIONS

- | | |
|------------------|------|
| 1. Certified | None |
| 2. Non-Certified | |

a. Bus Driver	TRANS	Lonnie Boyce
b. 6-hour/day Food Services	CCE	Ashton Stevenson
c. 29-hour Instructional Assistant	CCE	Jamy Whitaker
d. IA/Secretary	CA	Camilla Sciotto
e. Band Secretary	NHS	Marsha Wyndham
f. Parent Liaison	FPE	Courtney Hetrick
g. 29-hour Instructional Assistant	JTE	Sarah Hopper
h. 185-day Custodian	CCE	Susan Barnett
i. 185-day Custodian	CCHS	Brenda Gurley
j. 185-day Custodian	NHS	Thomas Wetnight
k. 185-day Custodian	NHS	Jessica Auterson
l. 29-hour Instructional Assistant	VBE	Emily Dickison
m. 29-hour Instructional Assistant	SE	Mindy Nobles

n. IA/Guidance Secretary	NCMS	Lindsay Featherling
3. ECA Resignations		
a. Academic Superbowl Coach	NHS	Michele Hunter
4. ECA Lay Coaches	None	
D. TRANSFERS		
1. Certified		
a. Elementary Teacher	FPE to ME	Colleen Osborn
b. Elementary Teacher	ME to CCE	Wendy Krieger
2. Non-Certified	None	
E. EMPLOYMENT		
1. Certified		
a. 30% Industrial Tech Teacher	NHS	Mike Tisdale
b. English Teacher	NHS	Amanda Fortner
c. 4 th Grade Teacher	CCE	Kasi Fields
d. Business Education Teacher	NHS	Michael Reed
e. Speech & Language Pathologist	SP SERV	Starrla Eaglin
f. Speech & Language Pathologist	SP SERV	Skyann Hardey
g. 2 nd Grade Teacher	FPE	Courtney Hetrick
2. Non-Certified		
a. 29-hour Instructional Assistant	SE	Lauren Keene
b. 29-hour Instructional Assistant	NHS	Alexis Morris
c. Main Secretary	NHS	Inee Mahan
d. 29-hour Instructional Assistant	VBE	Leah Stultz
e. 29-hour Instructional Assistant	SE	Amanda Moore
f. 5-hour/day Food Services	NHS	Hutoka Kesler
g. 4-hour/day Food Services	CCE	Emily Fatch
h. 5-hour/day Food Services	CCHS	Jessica Jackson
3. Other	None	
F. EXTRA-CURRICULAR		
1. Extra-Curricular Certified		
a. Head Varsity Boys' Basketball	CCHS	Chris Ames
2. Extra-Curricular Non-Certified	None	
3. Extra-Curricular Lay Coach		
a. Head Varsity Girls' Basketball	CCHS	Jason Sindors
4. Supplemental		
a. Strength & Conditioning Coach	NHS	Patrick Maroney
G. CHANGES		
1. Certified	None	
2. Non-Certified		
a. Instructional Asst. to Secretary	CA	Lori Pierce
3. ECA-Lay Coaches	None	

H. VOLUNTEERS

1. CLASSROOM

Clay City Elementary

- a. Brent Colburn
- b. Steven Cooper II
- c. Jamie Lowder
- d. Scott Sawyer
- e. Jill Schopmeyer
- f. Marlin Schopmeyer
- g. Amber Sindors

Forest Park Elementary

- a. Kimberly Miller

Jackson Township/Van Buren Elementary

- a. Robert Webster

2. ATHLETICS/ECA

Clay City Jr/Sr High School

- a. Aaron Hasler
- b. Rylinn Benjamin – Imperial Regiment

Northview High School

- a. Football – Ernie Simpson

North Clay Middle School

- a. Band – Elizabeth Vitz

I. TERMINATIONS

None

Mr. Wiram moved to accept the consent agenda items. Dr. Shaw seconded, and the motion was approved by a 6-0 vote.

III. Comments from Patrons

None at this meeting.

IV. Old Business

A. Building Project Update

Mr. Lance Gassert of Garmong Construction Services provided an update of the building projects at Clay City Jr/Sr High School and Northview High School.

He reported that there had been a tour of Northview prior to this meeting. During that tour, they had walked through the new administrative suite, which is in the final stages and will be complete this month; furniture will come in July for that space. The new locker rooms will be wrapped up at the end of this year, and at this time new flooring is going down, paint is on the walls, and an electrician had been working on putting light fixtures in their places; that work is to be followed by the installation of ceiling tile. The media center, which had been two stories tall, is in the process of being converted to a single story and is going to be more spacious than it had been. The heavy demolition is primarily complete; the stairwells that used to go to the second floor have been removed. In addition, the plumbing contractor has his rough-in in place, the concrete slabs are starting to go back in, and a mason was actively working in that space building new classroom walls. The area that was formerly the second story of the media center

is being converted to APEX and other classroom spaces. In the chemistry rooms, they are moving small platforms, updating the flooring, placing new ceiling tiles, and painting. The first and second floor corridors will also be completed this summer. The roof on Unit H, which is the math addition, is underway, with the standing seam metal panels being placed. Mr. Gassert noted that everything is currently on schedule at Northview.

At Clay City, the front entrance has been demolished and foundations for the new front entrance are being installed. Block work will be going in this week, followed by concrete being poured for the floor slabs next week. The old administrative area has been demolished, and it is currently a wide-open space. The metal stud framing has begun, as has the duct work and electrical work. It is anticipated the new administrative suite will be ready for the start of school. The new front entrance will actually not be ready for the first day of school, but will be ready a couple of weeks after that; Door #2 will be the main door for the first day of school.

Under discussion, Mrs. Adams asked how the weather had been for the workers. Mr. Gassert replied that the weather didn't impact them a lot except for the new front entrance at Clay City, and if it hadn't rained, they would have had the concrete slab in front. However, that space had been considered non-critical by being able to use Door #2, so they had been pretty happy.

B. Coal Mine Update

Noting that the reports had been the same for the past couple of updates, Mr. Mike Howard, Director of Extended Services, shared that Principal Jeff Bell, Mr. Howard, and the maintenance crew had been monitoring the building to watch for anything new or out of the ordinary, and nothing had been noticed. He added that the mine continued to move farther to the east, away from the main property of the school. They will continue to monitor the situation, and he will report back in September.

Under discussion, Mr. Kumpf asked how far away the mine was from the school now, and Mr. Howard estimated a distance of 1 ½ - 2 miles, maybe a little farther. Mrs. Adams wanted to know if the mine was moving farther away, which Mr. Howard confirmed. It was his understanding that the mine was going to turn north at some point and go on the other side of State Road 246, but that was about a year out.

Mr. Scherb wanted to know if the seismograph machines were still there. Mr. Howard's response was that one was, but one had been taken out, due to the construction. He believed the one by the band lot was once again operational; it had been put on "idle" status after some false readings had been recorded that had been caused by the construction.

V. Superintendent's Report

Superintendent Fritz noted the following:

- A welcome to the school family was offered to new hires, including certified employees Mike Tisdale, Amanda Fortner, Kasi Fields, Michael Reed, Starrla Eaglin, Skyann Hardey, and Courtney Hetrick as well as non-certified employees

Lauren Keene, Alexis Morris, Inee Mahan, Leah Stultz, Amanda Moore, Hutoka Kesler, Emily Fatch, and Jessica Jackson.

- Congratulations were offered to Clay City Jr/Sr High School German teacher Ashley Schaefer for winning the German Rising Star Teacher of the Year of 2018 award.
- Thanks were offered to all the staff for another productive and safe school year.
- Everyone was wished an enjoyable and safe summer.

VI. New Business

A. CCS Goals and Strategies

Superintendent Fritz offered a summary of the corporation's Goals and Strategies. He stated that this document is given out to each building and each department; after being given out to teachers, the teachers look them over, and their feedback is then brought back to administrators. Superintendent Fritz noted that there was not a lot of difference in this document from the last couple of years. He pointed out that NWEA was used as the formative assessment tool, for stability's sake due to the fluidity of ISTEP. Getting students reading at grade level was noted by Superintendent Fritz as being a goal, as was adequate growth in all subject areas, but especially math and language arts because those two are high stakes with regard to ISTEP. Regarding the graduation rate, Superintendent Fritz pointed out that Principals Bell, Mauk, and Ross work hard to graduate as many students as they can, and as a result, the corporation has a 92% graduation rate, which is above the state average. He also pointed out that Dr. Rayle and Mrs. Knust had done a lot with the college and career readiness, with AP and dual credit classes and different certifications, so that is a goal that continues and with which they have done very well; he deemed students to be very fortunate to have a lot of those opportunities. As for the transition to the next grade level, from elementary to middle school and middle school to high school and special ed students transitioning to different grade levels, Superintendent Fritz believed teachers, counselors, and administrators were doing a great job and that continues to be monitored as a goal. An attendance rate of 95% was described by Superintendent Fritz as being a tough goal to reach because there was little control over that, but it was a goal the corporation had. In regard to communication and partnerships, it continues to be a goal and a lot is done with businesses, organizations, churches, service groups, and so forth. Also, there are tours of buildings, open houses, newsletters sent out by the buildings as well as by some teachers, and web pages. Superintendent Fritz mentioned a new web page design class next year that he described as a Clay Community Schools commercial, and he stated that there would be a lot done with that to show the great things being done in Clay Community Schools and hopefully entice people to want to move into our community or transfer their kids here. It was noted by Superintendent Fritz that, regarding personnel, they constantly review evaluation instruments, handbooks, and interview and evaluation training. As for the financial goal, it continues to be a goal to maintain stability. In the buildings and grounds area, work schedules are reviewed and there is ongoing training. Also, there are CPF plans, there have been some auctions, and they are looking at discarding some other items. Another goal has been to increase the number of learning devices, and with the new 1:1 device, the old ones will be brought down to the elementary level. A big advantage in technology has been the hiring of Dianna Knox as the professional development trainer for technology; she has

done a fantastic job. Transitioning to the new learning management system, Canvas, is another goal in technology. In the transportation department, Mr. Howard and Mr. Simpson continue to look at creative ways to entice bus drivers.

Under discussion, Mrs. Adams asked Superintendent Fritz to see if the “Bump Up” program in place at East Side Elementary would be beneficial at other elementary schools.

B. Policy 7100 Report

The year-end report, required yearly by Board Policy 7100, included information regarding accomplishments from all schools and departments in the school corporation, and a brief overview was provided by Superintendent Fritz. A copy of the report will become a part of the official minutes.

C. Tech Point Youth Grant Application Request for JTE

Dr. Shaw moved to accept the request for permission to apply for the Tech Point Youth grant, which would be used to fund a new robotics club for the school. Mr. Reberger seconded, and the motion was approved by a 6-0 vote.

D. Lease Agreement for Student Chromebooks

Mr. Wiram moved to approve a resolution regarding the lease agreement to be entered into for the purchase of the student Chromebooks. Dr. Shaw seconded.

Under discussion, Mr. Scherb commented that he thought it would be cutting it close to have the Chromebooks ready for use by the start of the school year, and he asked if there was enough time to get all of that done. Superintendent Fritz replied that Mr. Milner had spoken with the company from which the Chromebooks had been purchased. Mr. Shayotovich noted that every other piece of paperwork had been passed on; this was just the final piece. The whole ordering process had already been completed. The Chromebooks had not yet been delivered, but they were expected soon, soon enough for the start of the school year. PNC Bank had agreed to allow moving forward with everything, less this final piece.

At this point, Mr. Scherb suggested talking about this next month too, to keep the board members up to date.

Mrs. Adams wanted to know how many Chromebooks the school corporation would be getting. The answer from Mr. Shayotovich: 2,350.

The motion was approved by a 6-0 vote.

E. Furniture Bid Request

Mr. Wiram moved to accept the request for permission to solicit bids for staff and administrative furniture, as well as some student furniture, for Clay City Jr/Sr High School and Northview High School. Mr. Reberger seconded, and the motion was approved by a 6-0 vote.

F. Clay City Water Line Insurance Settlement

Superintendent Fritz stated that the Town of Clay City's insurance company had agreed to Clay Community Schools' counter offer of \$25,000 for the damages incurred by the school corporation to move a water line owned by the town that had been located on the school corporation's property. He then provided an overview, noting that there had been a water line north of the old weight room, and it was on school corporation property; there was no easement or any kind of paperwork that showed an easement to that. A backhoe operator found the water line without hitting it or busting it. The Town of Clay City did not know the water line was there; prior to work commencing, the town had marked all of the water lines with which they were familiar. The town did not have the means to move it, so instead of holding up the construction project, the school corporation moved the water line at a cost of \$37,824.00. Mr. Kumpf and Superintendent Fritz discussed this issue with some members of the town board and tried to come up with some creative ways for repayment. A plan for repayment over a couple of decades was turned down by one of the attorneys. The town's insurance company then made an offer, and the school corporation countered that offer, which they accepted.

Superintendent Fritz shared some past precedents that had been very similar to this issue. He referenced a Staunton Elementary water line that the school corporation had to move and for which the Town of Staunton had to pay the school corporation back, and he noted a similar situation had occurred at Northview High School as well.

Mr. Reberger moved to accept the Clay City water line insurance settlement. Dr. Shaw seconded, and the motion was approved by a 4-0-2 vote, with Mr. Scherb and Mr. Wiram abstaining.

G. Clay Community Schools Participation in Community Eligibility Program

Mr. Scherb moved to approve the request from Director of Human Resources Ernie Simpson for permission for East Side Elementary, Meridian Elementary, and Forest Park Elementary to participate in the Community Eligibility Provision (CEP), a part of the National School Lunch Program. Mrs. Adams seconded.

Under discussion, Mr. Scherb asked Mr. Simpson if he was talking about a national program, and Mr. Simpson replied that it was a national program, through the FDA. Mr. Scherb then asked what the difference was between a state program for school lunches that had been advertised on the radio and this program. Mr. Simpson explained the difference by stating that it was a federally-funded program where, if a school has 40% of its students directly certified for free or reduced lunch (on TANF or food stamps), it qualifies for the CEP program. According to Mr. Simpson, the trade-off is that the school corporation would be reimbursed at 90% of the federal reimbursement rate, which would mean the school corporation would lose a little over \$381.00 out of the lunch account for the fiscal year. In return, it would yield a little over \$53,000.00 of money that would remain in the pockets of Clay County taxpayers.

The motion was approved by a 6-0 vote.

H. Middle School Course Changes and Music Technology Resources Adoption

Mr. Wiram moved to accept the recommended middle school course changes and kindergarten through 5th grade music technology resources adoption. Dr. Shaw seconded, and the motion was approved by a 6-0 vote.

I. Discussion on CCHS and NHS Outdoor Athletic Facilities

As requested by Mr. Reberger and Mr. Wiram during the April 12, 2018, school board meeting, an informational presentation regarding the outdoor athletic facilities at the Clay City and Northview campuses was offered by Director of Business Affairs Mark Shayotovich. A copy of Mr. Shayotovich's PowerPoint presentation will become a part of the official minutes.

Mr. Shayotovich's presentation began with recent projects and updates of the athletic facilities. Among the completed projects/updates he described were the following:

Clay City Jr/Sr High School

- Track Reconstruction (400k)
- Baseball Backstop (43k)
- Baseball Perimeter Fence (25k)
- Weight Room Equipment (25k)
- Band Practice Lot (20k)
- Softball Press box (22k)

Total of listed projects: \$535,000.00

Northview High School

- Baseball Backstop (65k)
- Tennis Court Protection (21k)
- Baseball Batting Cages (16k)
- Tennis Court/Track Repairs (14k)
- Weight Room Equipment (45k)

Total of listed projects: \$161,000.00

Mr. Shayotovich next shared a list of CPF projects for 2018/2019 that either have been budgeted or are proposed. Among the budgeted/proposed projects were the following:

Clay City Jr/Sr High School

- Baseball Cosmetics
 - Concrete/Railings/Markings
 - Dugout Paint, Fence and Carpentry
 - Press box Stairs
 - Install Batting Cages (already purchased)
- Softball Cosmetics
 - Dugout Block/Carpentry
 - Concrete/Railings
- New Gym Floor and Lighting
- Paint Concession Stand/Garage

Northview High School

- Softball Cage Repair/Replace
- Repair/Replace Gym Floor

- Storage Building
- Renovate/Repair Locker Room

He then transitioned to suggested improvements that had not been budgeted but might be considered for the future. Among those improvements were the following:

Clay City Jr/Sr High School

- Drainage Ditch that runs between the baseball and softball fields
- Baseball Press box/Storage
- Tennis Court Demolition and Seeding

Northview High School

What to do with:

- Football Field
- Tennis Courts – Repair/Reconstruct
- Track – Repair/Reconstruct
- Field Event Relocation
- Baseball Field Tile
- Football Bleachers

At this point, Mr. Shayotovich began discussion of what he described as “the elephant in the room” – synthetic field turf for the Northview football field. He then listed pros and cons, summarized as follows:

PROS	CONS
✓ Usage (24/7/365)	➤ Cost Estimated Around \$750k
❖ Football Games/Practice	
❖ Band Practices/Competitions (\$\$\$, No More Grass)	
❖ PE Classes	
❖ Spring Sports Practices	
❖ Youth Sports and Community Usage	
✓ Minimal Maintenance (<\$5,000/year)	
✓ Soccer Lights	
✓ Safety	
❖ Reference to GMAX Level	
❖ Reference to AMA Study	
✓ No Rain Outs, No Destructive Games	

Next, Mr. Shayotovich presented a cost overview, as follows:

NATURAL SURFACE	SYNTHETIC SURFACE
◆ Reconstruct Current Field (\$375-400k)	✚ Initial Cost (\$750,000)
▪ Strip current surface	✚ Annual Maintenance (\$5,000)
▪ Remove old drainage	
▪ Install new drainage	
▪ Install irrigation	
▪ Add additional fill/crown the surface	

▪ Remove Long Jump and Pole Vault Pits	
▪ Sod the field	
◆ Annual Maintenance Cost (\$40-60k)	
▪ Labor and Materials Costs:	
▲ Mowing/Seeding/Repair/Fertilizing	
▲ Striping/Painting	
▲ Water	
▲ Equipment Service	

The 12-Year total cost estimate provided by Mr. Shayotovich:

Natural Surface: \$855,000.00	Synthetic Surface: \$810,000.00
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A usage overview was then presented by Mr. Shayotovich, as follows:

NATURAL SURFACE	SYNTHETIC SURFACE
◆ Approximately 85 hours per year	✚ Since the turf is virtually unlimited in usage, most places estimate using it between 40-50 hours per week.
▪ Varsity/JV/Frosh Football Games (30)	▪ Assumption of 45 hours/week, 40 weeks/year (Eliminate 12 weeks of bad weather)
▪ Band Practices (20)	
▪ Football Thursdays (20)	
▪ Middle School Games (15)	
12-Year Usage: 1,020 Hours	12-Year Usage: 21,600 Hours
12-Year Cost: \$855,000.00	12-Year Cost: \$810,000.00
Cost per Hour of Usage: \$838.23/hour	Cost per Hour of Usage: \$37.50/hour

The conclusion drawn by Mr. Shayotovich was that the synthetic surface would yield 22 times the usage of a natural surface.

Mr. Shayotovich concluded his presentation with photos of synthetic surface fields at other schools in districts comparable to or smaller than Clay Community Schools, by number of students. The photos were of fields at Crawfordsville High School, Munster High School, Hobart High School, Greenwood High School, Mount Vernon High School, Triton Central High School, Plymouth High School, and Danville Community High School.

At this point, Mrs. Adams suggested that maybe Mr. Shayotovich could compare these same districts by budget and income, and maybe even compare by free and reduced lunches. Mr. Shayotovich stated that he could do that; he believed there would be value in that information. He noted that a district in which he had previously taught had put in synthetic turf twice, and that school district was 85% free and reduced.

Mr. Shayotovich then shared his opinion that 15 years ago, synthetic turf was a luxury item; ten years ago people started to think it maybe wasn't a luxury item, but was instead a practical item and a fiscally responsible item for the amount of hours being used. He estimated 75-100 high schools in the state of Indiana had gone to synthetic turf.

Under discussion, Dr. Shaw thanked Mr. Shayotovich for his presentation, which he deemed to be very well put together. He suggested that one immeasurable bonus to a community when going to a synthetic field would be to provide the opportunity to have so many more events and functions, such as a band competition that would last all day, regional and semi-state events, and competitions in baseball and football that would bring people in from a long way away who would spend a day in the community. Also, as Dr. Shaw saw it, anyone who was the least bit concerned about injuries or safety would be appalled about the condition of the football field, and he found it to be completely unacceptable. It was his opinion that something had to be done before the start of this school year.

To Mrs. Adams' statement that she thought the maintenance department had done a good job maintaining the grounds, Dr. Shaw responded by stating that he was not blaming the maintenance department. He asserted that the maintenance department had no way to water the field. He added that it was not a matter of seeding and watering, which he deemed to be not even an option. Mrs. Adams wanted to know if that meant that use of the field should be suspended if something is not done by this season. Dr. Shaw's retort was that if they were going to play on it, somebody was going to get hurt. Mrs. Adams then noted that at this point it had been voiced publicly that Dr. Shaw was aware of and felt the field was a liability, and he responded by stating that it was definitely a liability, but they could build a perfect field and someone could break an ankle.

Mr. Scherb stated that he was very disappointed, and he agreed with Dr. Shaw 100%. The school board had heard two months ago that this facility was not safe, and they had done absolutely nothing to correct that. Students were still being allowed to play out there, and he did not understand why the school board had not done something before now. As for a synthetic surface, Mr. Scherb asserted that if the Board approved it tomorrow, it would be a year or two before the problem would be fixed. His opinion: Fix the problem before somebody gets hurt, or shut it down.

Mrs. Adams wondered why maintenance that could be afforded and completed with personnel hired by the school corporation and currently on staff could not be done right now and why it had not been done if they had been aware of this since April. She also wanted to know how the grass football field had been maintained for the decades that Northview had been open. It was Dr. Shaw's opinion that it was because everyone had been tip-toeing around this issue; no one wanted to spend the money to do anything about it. Dr. Shaw did not believe shutting the field down was an option; he believed that to be ridiculous. He noted that there is a liability on every football field that exists, and for him, the bottom line was that the school corporation had a piece-of-crap football field that needed to be addressed, right now. Dr. Shaw added that Mrs. Adams had not

been there to see the football field, so she wouldn't really even have an opinion on the condition of the field.

In response to Mrs. Adams' comment that there was passion in the room, Dr. Shaw stated that there definitely was passion, and he would have the same passion if his kid didn't play or he wasn't interested in naming the field after somebody.

Mrs. Adams asked how much had been borrowed for the renovations; she was told \$33 million had been borrowed. Mrs. Adams noted that taxpayers had been obligated until 2033 to pay that off. Taxpayers had been asked to help out with the renovations for the children's schools and curricular events, and what the Board is talking about right now is extra-curricular. She remembered there had been scuttlebutt when the money had been borrowed about borrowing more so AstroTurf could be done, but several board members had strong opinions to not do that at that time. Mrs. Adams deemed this to be not an affluent community, and she felt a little embarrassed to even be discussing putting \$750,000 into a football field after having just read a memo from Mr. Simpson about the high percentages of children who didn't have enough money to eat food. She referenced the free/reduced lunch percentages at East Side Elementary (65.9%), Forest Park Elementary (84%), and Meridian Elementary (73%). To this, Mr. Simpson commented that it was exactly the reason why they should do that, so it would be the best 7½ hours of the day for those students.

Mrs. Adams' next question was in regard to how many kids out of the entire population of students going to Clay Community Schools would have access to this field. She also wanted to know why they were looking at a synthetic turf field at Northview when Clay City doesn't even have a football team. She noted that since she came on the Board in 2010, she and Mr. Scherb had vowed to try to create equality between the north and the south end; there had been progress and there had been setbacks. To her, this was not progress. As she saw it, with that amount of money for an exclusive handful of students that go to the school in the northern end, for extracurricular activities, she could not look those parents in the face and tell them that was how they Board was spending their tax dollars. Mr. Kumpf pointed out that it wasn't all extra-curricular; it would also be used for classroom activities.

It was assumed by Mrs. Adams that there was a plan for maintenance of all facilities and fields; if not, she would agree with Dr. Shaw that the school corporation was negligent. As she saw it, if the school corporation was not maintaining any part of its facilities that were believed to be unsafe, then there were more concerns about systematic practices than a synthetic turf.

Dr. Shaw asked what percentage of students participate in extra-curricular activities that would pertain to being on the football field. Activities cited were band, which involves more than 100 students, athletics, for which more than 400 physicals were completed, and all of the students in PE classes. Dr. Shaw surmised that it would be more than half of the student body.

After commenting that she had found the facilities to have been kept in excellent condition for the years that she had been involved with the school board, Mrs. Adams

then shared her opinion that she believed it to be outrageous to say there absolutely had to be a synthetic football field for a small handful of students when there were so many students in need. She suggested that, if teachers were to be polled, they would have all kinds of ideas of things they need for the classroom for \$750,000.

Mrs. Adams requested a copy of the PowerPoint presentation slides; she also had a couple of questions she would like to have answers to that she planned to send in writing.

Next, Mrs. Adams shared that when technology in the classroom was first talked about, she wasn't sold on the idea, simply because there wasn't a plan to use that technology. However, Dr. Rayle had swayed her when he had said the kids who have the money already have the technology; the kids who don't have the money need this technology so they can catch up with those other kids if they're going to have equal footing in life. She believed it had worked, even if there hadn't been a solid plan on using it. She noted that she was open-minded to this and will listen to what will be presented, but she did not see synthetic turf as a necessity for education; rather, it was for extra-curricular.

Addressing Dr. Shaw, Mrs. Adams shared that she did not visit that field tonight, but she is responsible for multiple athletic facilities for about 3,000 people, so she does know what regular maintenance is and she does know what it takes for a football field, which is not synthetic turf.

Mr. Scherb stated that he was embarrassed to be having this discussion right now, knowing that there is a problem out there, with young men hurting their knees and receiving other injuries playing football. He asserted that it should have been fixed a long time ago, and it should be fixed now. Mrs. Adams added that she felt this was a rush tactic, and she noted that, although she had never felt this under Superintendent Fritz' leadership, under previous superintendents everything had been hyped up until it was an emergency, to push the Board into spending money without being able to think it through or weigh on what was best for the community.

Mrs. Adams then asked, if this has been a problem for 15 years, why it hasn't been on the agendas. She asserted that it should have been on the agenda every month, every quarter, if it was felt it was not being funded properly and no attention was being paid to it. Mr. Howard responded to Mrs. Adams' comment by stating that every time he brought it up as a cost-saving measure or something like that, the Board shot it down, and if he brought up issues about the facilities, he was going to embarrass a board member.

At this point, Dr. Shaw asked what needed to be done to move forward with this. Superintendent Fritz offered to first clear a few things up. He explained that the athletic department at Northview had some needs, and they had informally brought those needs to the administration; it had been suggested that, if they had some visions for their complex, they should bring them to the administration, which was how this discussion had been initiated. It was not something they were trying to rush in; rather, it was something that had been discussed for a while. What they presented in April had been the vision they had of some needs, and it hadn't been just strictly synthetic surface;

there had been other needs as well. The seven-member Board can decide to table this, bring it back, vote on it, or say they don't want to hear more about it and fix what you have. There are options; something has to be done, and that something can be a pretty significant cost, but it's going to continue to be maintained. Superintendent Fritz commented that the school corporation did not have the people on staff that know how to do the things necessary to maintain a professional or collegian-quality feel with the grass field. Superintendent Fritz reiterated that it was completely up to the Board to give direction on what they would like the administration to do, and they would be glad to entertain that.

It was Mrs. Adams' suggestion to either train someone and pay for that training or hire someone with the knowledge to maintain a football field. She believed it would not cost \$750,000.00. Mr. Scherb suggested adding that to the board agenda for next month, to discuss the option of hiring someone. Mr. Scherb noted that he had asked Scott Buell what kind of grass was growing on the football field, and Mr. Buell had told Mr. Scherb that it was ladino clover, which Mr. Scherb deemed to be great for nitrogen to feed the grass and make it greener, but it would not help the potholes. Mr. Scherb believed it to be a simple fix to get it to where it would be safe instead of getting students hurt.

Mr. Reberger suggested considering asking the professional groundskeeper on staff at Rose-Hulman Institute of Technology to come over as a consultant and make some suggestions as to what could be done immediately to make things better. Mr. Reberger then moved that the Board direct the administration to contact the Rose-Hulman sports fields groundskeeper or someone like him who would be available to come over immediately and consult with us as to what actions we could take, right now, to make things better. He commented that they would not solve all of the problems in 60 days, but they could sure make them better. Mrs. Adams added that she believed at this point the Board was obligated to do so and not let anyone onto that field until the current problems that have been cited at tonight's public board meeting are resolved. Superintendent Fritz shared that he, Mr. Shayotovich, Mr. Howard, and Mr. Simpson had had that very discussion but had hesitated to bring it to the Board because it would mean hiring someone who would strictly take care of athletic facilities and would be another staff member, and they honestly didn't think it would be very well received, but he had heard something else this evening. Mr. Reberger clarified that what he was implying was to hire them as a consultant to come in and make suggestions, like any other consultant would do, as to what the current staff could do and who could be hired quickly to supplement the school corporation's staff and make things better. Superintendent Fritz noted that they had even talked about looking at some of the local colleges and getting someone for an internship. He added that whether the school corporation stays with grass or goes with a synthetic surface, that position is probably needed because there are some of the same concerns with other athletic fields, not to the same extent, but rather with the understanding of the care needed. He believed having someone like that with that expertise would be a win/win for all of the corporation.

To clarify his intent, Mr. Reberger stated that he was not saying he wanted to keep grass forever and wasn't even considering turf; rather, he was agreeing with Mr. Scherb

and Mrs. Adams in that he wanted to do what could be done in the next sixty days to make it better and safer.

Mr. Scherb pointed out that there were professional lawn care businesses in Clay County that could probably give free estimates on what to do and how to do it. Mr. Reberger pointed out that there was a big difference between growing and maintaining a yard and growing and maintaining athletic turf, and he didn't know that they could necessarily make the athletic fields any better than what they are. Mrs. Adams suggested calling them to see if they had people on their staff or had people they knew. She believed Rose-Hulman was a great option too. Mr. Reberger suggested leaving it the discretion of the administration. He also suggested talking with Scott Buell and Bethany Jones to see if they knew people who took care of fields at some other schools. In addition, he suggested asking Coach Raetz to find out who had a good-looking field and see what they were doing to it and who was doing it.

In response to Mrs. Adams' suggestion to hold the next board meeting at the football field, Dr. Shaw stated that they couldn't really wait for another board meeting for suggestions because they would then be down to 30 days. Mr. Reberger then moved to authorize the administration to do this tonight. Mrs. Adams seconded, but concluded a motion was not needed. Superintendent Fritz said it would be no problem to do that.

Mr. Wiram offered thanks for allowing the board members to go and look at these things. He asserted that saying outdoor facilities are in good shape is not a fair statement. In response to Mrs. Adams' question as to whether they were not in good shape because it was summer or simply because they were not maintained, Mr. Wiram stated that the figures shared by Mr. Shayotovich showing what money had been spent on was a reflection that the school corporation hadn't take care of stuff for a long time, and he referenced the track at Clay City as a good example. He asserted that if they didn't act soon on Northview's track, they would be spending \$400,000.00 to fix it, just like they had done at Clay City. If Mr. Wiram had one regret while serving on the Board, it would be that he should have pushed harder when planning the renovations to borrow \$2 or \$3 million to cover the whole gamut, and they wouldn't be having this conversation. He wished the Board had taken a harder look at that and spent a little bit more up front to address these safety concerns.

Board Member Comments

Shane Wiram followed up his comments regarding safety issues on athletic fields by stating that he knew it was a financial thing, but at the end of the day they have to worry about students' safety. He then offered congratulations to the Cumberland Academy, Clay City Jr/Sr High School, and Northview High School graduates, and he wished them well in the future. He also offered congratulations to the three Northview golfers as well as the Clay City team for moving on to regional competition. Mr. Wiram next thanked staff and administration for the great school year just completed. In addition, he thanked Superintendent Fritz and his administration, noting that although they had kind of bashed them a little during this meeting on the upkeep of stuff, he did believe the right people were in the positions, financially and strategic-wise, to keep the school corporation moving down the road, although they needed to button up some things regarding outdoor facilities and some other issues. He offered thanks for all of the hard

work. Later in the meeting, Mr. Wiram congratulated Chris Ames for being named the Clay City Jr/Sr High School boys' varsity basketball head coach and Jason Sindors for being named the girls' varsity basketball head coach. He also made the comment that today was his 21st wedding anniversary, and he thanked his family for their support as he served as a school board member.

Amy Burke Adams congratulated Ashley Schaefer for her recognition for being an outstanding German language teacher. She also offered congratulations to all of the graduates this year; she deemed the graduations to be the best part of being a board member, and she observed that another group of successful citizens had been launched. Later in the meeting, Mrs. Adams shared that she was thankful for what all do in this community because she knew that principals and coaches really didn't have a life during school and in season; she believed those who work in this corporation were kind of the superheroes of the community because they were shaping lives and raising our citizens, and it impacts their lives as well. Mrs. Adams concluded her comments by referring to what Dr. Shaw had said, that they sometimes agree to disagree and that they move as a board. Administrators and other staff members make decisions and provide information to the Board that it needs, but all work as one team, all moving forward. She appreciates everyone and the job they do and their input. She hoped everyone felt within their job that they could share their expertise and they do feel free to give their opinion.

Ron Scherb agreed with Mrs. Adams on the graduations, which he called the highlight of the year, and he added his congratulations to all of the graduates. He then thanked Curriculum and Grants Coordinator Kathy Knust, Scott Stucky, Randy Eppert, Ben Thomas, and all the teachers for the Mental Math competition with the fourth and fifth grade elementary students. He deemed it to have been a lot of fun, especially when his grandson had been on the winning team. Those with whom Mr. Scherb had shared this experience were happy to hear that students were still being taught something like Mental Math rather than just pushing buttons on a computer. Another neat experience noted by Mr. Scherb was the Building Trades Open House. He shared his opinion that the school corporation should be focusing on vocational programs more than what it is currently doing.

Michael Shaw asked Mr. Shayotovich to bring, for the next board meeting, viable options for paying for synthetic turf, if the Board decided to go forward with it. He then commented on what a wonderful place he was in life to have the opportunity to serve on this board in this wonderful corporation. He deemed the corporation to have incredible teachers, administrators, board members, and community members, and everybody is working together, although there are differences of opinion, which is going to happen no matter where, when or how. He was very thankful for a safe and productive school year for all that were involved. Also, he congratulated all of the graduates and the 92% graduation rate, which he noted was above average. Dr. Shaw next offered thanks to Matt Reberger for coming in after hours when he was off the clock and fixing the scoreboard during a recent baseball game. He then shared something that his daughter's third-grade teacher at Staunton, Mr. Fry, had done with his class, which was to show a live feed all day long of an eagle nest with three eggs. The class monitored the mother and father eagle in their care of this nest and these eggs, and they watched the entire process unfold. Unfortunately for the students, the two eggs that hatched did so over spring break, so they didn't get to see that, but Dr. Shaw believed that to be a great teaching experience. Dr. Shaw concluded his comments by sharing a

conversation he had with recently retired school corporation employee Tom Pearce. Mr. Pearce thanked Dr. Shaw, and he asked Dr. Shaw to thank the rest of the board members and the administrators for a box he had received in the mail that contained a blanket, a pin, a clock, and a simple thank you note for his service for 11½ years. Mr. Pearce had been so truly appreciative of the fact that he felt appreciated by the school corporation. Superintendent Fritz gave credit to Mr. Simpson for sending the box to Mr. Pearce.

Tom Reberger commented regarding the Building Trades Open House, noting that the workmanship is excellent, and he is always amazed at the finished product the students end up with; he believes they do a great job. He then stated that the three graduations had been great, and he noted that the Cumberland Academy kids were appreciative and the GED kids were sincere. In regard to the three schools that had been mentioned earlier as qualifying for the high rate of free lunch, Mr. Reberger asserted that a lot of school corporations would use that as an excuse, but here in Clay Community Schools it is accepted as a challenge; the teachers just work that much harder, and he believed that was very evident. Mr. Reberger next shared a piece of trivia about the first school shooting in the state of Indiana; it occurred in 1880, in School #3, during recess when a girl tattled on a boy, so he shot her, injuring her. It was here in Clay County. Mr. Reberger concluded his comments by reiterating his often-used phrase, "We do lots of things very well in Clay Community Schools".

Kevin Kumpf repeated everything everybody had said and offered thanks to the trustees for everything they had thought about and had commented. He noted that he was glad for the time the teachers and students had off for the summer, and he hoped it did them well and they came back recharged for fall.

VII. Future Agenda Items

Ron Scherb would like to have an update on the 1:1 Chromebooks, in regard to how it is progressing and whether they have been delivered. He also wanted to know about the covers for the Chromebooks and insurance. He would like for the Board to be brought up to date on the status of that whole project. Mr. Scherb also would like to discuss the SROs in more detail, and he asked if that should be discussed in executive session. It was agreed to start with discussion in executive session. Mr. Scherb specifically wanted to know if the program could be expanded.

Michael Shaw, as a follow-up to Mr. Scherb's request regarding SROs, asked if the Board should explore the possibility of arming teachers and look at all different ways of providing security in the schools. It was agreed that this topic would also be discussed in executive session.

VIII. Adjournment

Having exhausted all agenda items, the meeting was adjourned at 9:35 p.m.

The meeting was audio recorded and copies may be requested by contacting the Central Administration Office.